

Two Heads are Better Than One:

Creating a meaningful mentoring Experience



Agenda

- Introductions
- Research on Mentoring
- Overview of ACE
- Panel Discussion
- Future of ACE
- Wrap-up

**A mentor is
someone who
allows you to see
the hope inside
yourself.**

- Oprah Winfrey



Moderators



Andrea Pellegrini



Chris Conway



Coach Panelists



Jodi Kaus



Paul Goebel



Mentee Panelists



Samantha Smith



Heather Cowherd



Ask the Audience

What do you think makes a meaningful mentoring or professional coaching experience?



Research on Professional Mentoring

Defining Professional Mentorship

pro·fes·sion·al men·tor·ship

/prə'feSH(ə)n(ə)l/ /'mentərSHip/

guidance provided to a professional or paraprofessional in training (e.g., student, intern) by a mentor or other professional, typically with more experience.



Research Highlights

- Mentoring has been shown to have “a statistically reliable relationship with supervisors’ reports of employee contributions” (Thurston, D’Abate, & Eddy, 2012)
- 29% of organizations had formal mentoring programs while 37% had informal programs (Association for Talent Development, 2017)
- The level of commitment to media use in e-mentoring relationships from both mentees and mentors impacts their success in both rapport-building and clarity of communication. (Sanyal & Rigby, 2017)



ACE Model

Mentoring

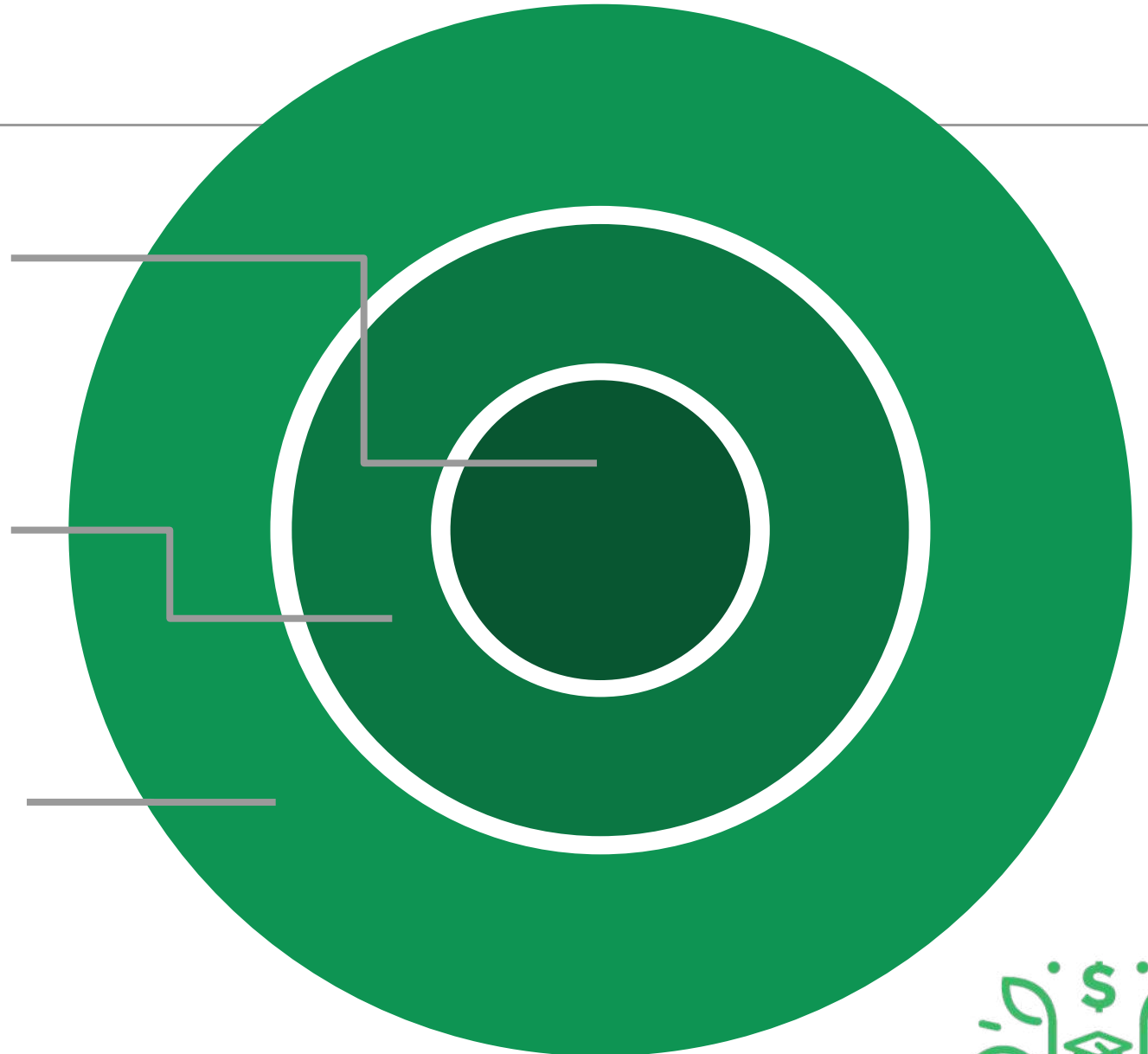
- Mentees were paired with volunteer coaches based on their goals & experiences of coaches.

Online Course

- Assignments & materials in Canvas addressed many aspects of starting a new financial wellness program.

Alliance Coaching Experience

- The combined program intended to help mentees obtain knowledge while mentors provided advice & guidance for implementation.



Panel Discussion



Motivation



Mentees

What motivated you to sign up for ACE?



Motivation



Coaches

Why did you choose to volunteer for ACE?



Mentees

What was the most valuable thing you gained from this experience?



Benefits



Coaches

What have you been really proud of or impressed by with your mentees?



Benefits



Methods of Communication



Coaches & Mentees

What methods of communication did you use most?



All

What advice do you have for those members wanting to participate in the ACE Program as either mentees or coaches?



Future



Q&A

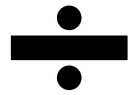
What questions do you have for the panel?



Changes to ACE for 2021



- Timeline - Align with membership year



- Dividing services - ACE & Canvas Course will be independent



- Orientations - Set expectations for coaches & mentees early



- Support - Provide materials & communications monthly



- Infrastructure - Canvas modules will supplement mentoring



Best Practices Summary

Use communication tools that support rapport building when available (e.g., Zoom, Skype)

Commitment levels must match for clear communication & rapport building to occur

Provide structure & supplemental learning resources to help support professional growth



Ways to Leverage Professional Mentoring

- ✓ Become a HEFWA Member!
- ✓ Coordinate professional mentoring in your program/unit
- ✓ Network to establish an informal mentoring relationship

